



New Mexico Judicial Branch

Administrative Office of the Courts Classification & Compensation Plan Fiscal Year 2015

Includes Fiscal Year 2014 Summary Report

Honorable Barbara Vigil, Chief Justice
New Mexico Supreme Court

Arthur W. Pepin, Director
Administrative Office of the Courts

Lynette Paulman-Rodriguez, HR Director
Administrative Office of the Courts



Published October 2014



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ATTEST: A TRUE COPY

Joey D. Maes

Chief Clerk of the Supreme Court
of the State of New Mexico

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IN THE SUPREME COURT OF THE STATE OF NEW MEXICO

July 30, 2014

NO. 14-8500

**IN MATTER OF THE APPROVAL OF A
COMPENSATION INITIATIVE FOR
NEW MEXICO JUDICIAL BRANCH EMPLOYEES
FOR FISCAL YEAR 2015**

ORDER

WHEREAS, this matter came on for consideration by the Court upon recommendation of the Chief Judges Council to provide guidance for the implementation of the compensation increases authorized for judicial officers and employees of the New Mexico Judicial Branch under the General Appropriations Act of 2014, and the Court having considered the recommendation and being sufficiently advised, Chief Justice Barbara J. Vigil, Justice Petra Jimenez Maes, Justice Richard C. Bosson, Justice Edward L. Chávez, and Justice Charles W. Daniels concurring;

NOW, THEREFORE, IT IS ORDERED that all judicial entities subject to the Judiciary's unified budget process shall increase the compensation of all eligible employees by three percent (3%) in accordance with the terms of this order;

IT IS FURTHER ORDERED that the compensation increase authorized

Joey D. Mayo

Chief Clerk of the Supreme Court
of the State of New Mexico

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by this order is effective July 5, 2014, and may be implemented for all judicial entities for the first full pay period in Fiscal Year 2015;

IT IS FURTHER ORDERED that all employees who received a lump-sum payout as part of the Fiscal Year 2014 compensation increase shall have their base pay adjusted upwards to a maximum of three and one-half percent (3.5%), consistent with the September 14, 2014, salary range movement, effective July 5, 2014, which shall precede implementation of the Fiscal Year 2015 compensation initiative;

IT IS FURTHER ORDERED that all employees paid below the minimum of the Fiscal Year 2014 pay range movement implemented on September 14, 2014, shall have their base pay increased to the minimum of the pay range, which shall precede implementation of the Fiscal Year 2015 compensation initiative;

IT IS FURTHER ORDERED that all non-probationary classified employees with satisfactory performance documented by a current performance evaluation rating of "meets requirements," "surpasses," or "exemplary," as well as all at-will employees, are eligible for the compensation increase authorized by this order;

IT IS FURTHER ORDERED that all probationary employees completing

Joey D. Maya

Chief Clerk of the Supreme Court
of the State of New Mexico

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their probationary period on or before June 30, 2015, shall receive the compensation increase authorized by this order upon successful completion of the probationary period with an evaluation rating of "meets requirements," "surpasses," or "exemplary;"

IT IS FURTHER ORDERED that temporary employees are not eligible for the Fiscal Year 2015 compensation initiative;

IT IS FURTHER ORDERED that the Chief Justice shall receive a five percent (5%) increase for an annual salary of one hundred thirty-three thousand one hundred seventy-four dollars and thirty-one cents (\$133,174.31), and all Associate Justices shall receive a five percent (5%) increase for an annual salary of one hundred thirty-one thousand one hundred seventy-four dollars and thirty-one cents (\$131,174.31);

IT IS FURTHER ORDERED that the salary for all Chief Judges and Judges shall be set in accordance with NMSA 1978, § 34-1-9;

IT IS FURTHER ORDERED that Hearing Officers and Special Commissioners shall receive a five percent (5%) increase provided that their individual salaries do not exceed the amount authorized by statute;

IT IS FURTHER ORDERED that the compensation increase for judicial employees authorized by this order shall be calculated as follows:

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Joey D. Maya

Chief Clerk of the Supreme Court
of the State of New Mexico

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1. Eligible employees earning at or below a one hundred percent (100%) compa ratio shall have their increases based upon the one hundred percent (100%) compa ratio of their job classification pay range;
2. Eligible employees earning above one hundred percent (100%) compa ratio shall have their increases based upon their current base pay;
3. Eligible employees whose salaries are equal to or over the salary range maximum shall be allowed to temporarily go over the maximum of the pay range until salary ranges are adjusted as provided in this order, provided that should the three percent (3%) increase take an employee more than three percent (3%) over the maximum in the pay range the difference shall be paid out in a lump sum payment;
4. The judicial branch salary structure and pay ranges shall be adjusted upwards three percent (3%) following the implementation of this compensation initiative for the pay period beginning on July 19, 2014;
5. The hourly rates for the personal staff of judges in the specific job

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Joey D. Moya

Chief Clerk of the Supreme Court
of the State of New Mexico

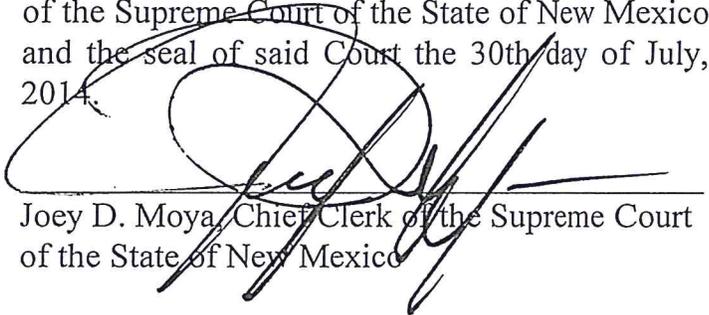
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classifications shall be as follows:

- A. For the three percent (3%) increase; Trial Court Administrative Assistant \$23.045 per hour; Appellate Paralegal \$23.045 per hour; Certified Court Monitor \$17.140 per hour; Certified Court Reporter \$29.538 per hour; and
- B. Bailiff \$12.692 or three percent (3%), whichever is greater; Bailiff Security \$13.50 or three percent (3%), whichever is greater.

IT IS SO ORDERED.

WITNESS, Honorable Barbara Vigil, Chief Justice
of the Supreme Court of the State of New Mexico
and the seal of said Court the 30th day of July,
2014.

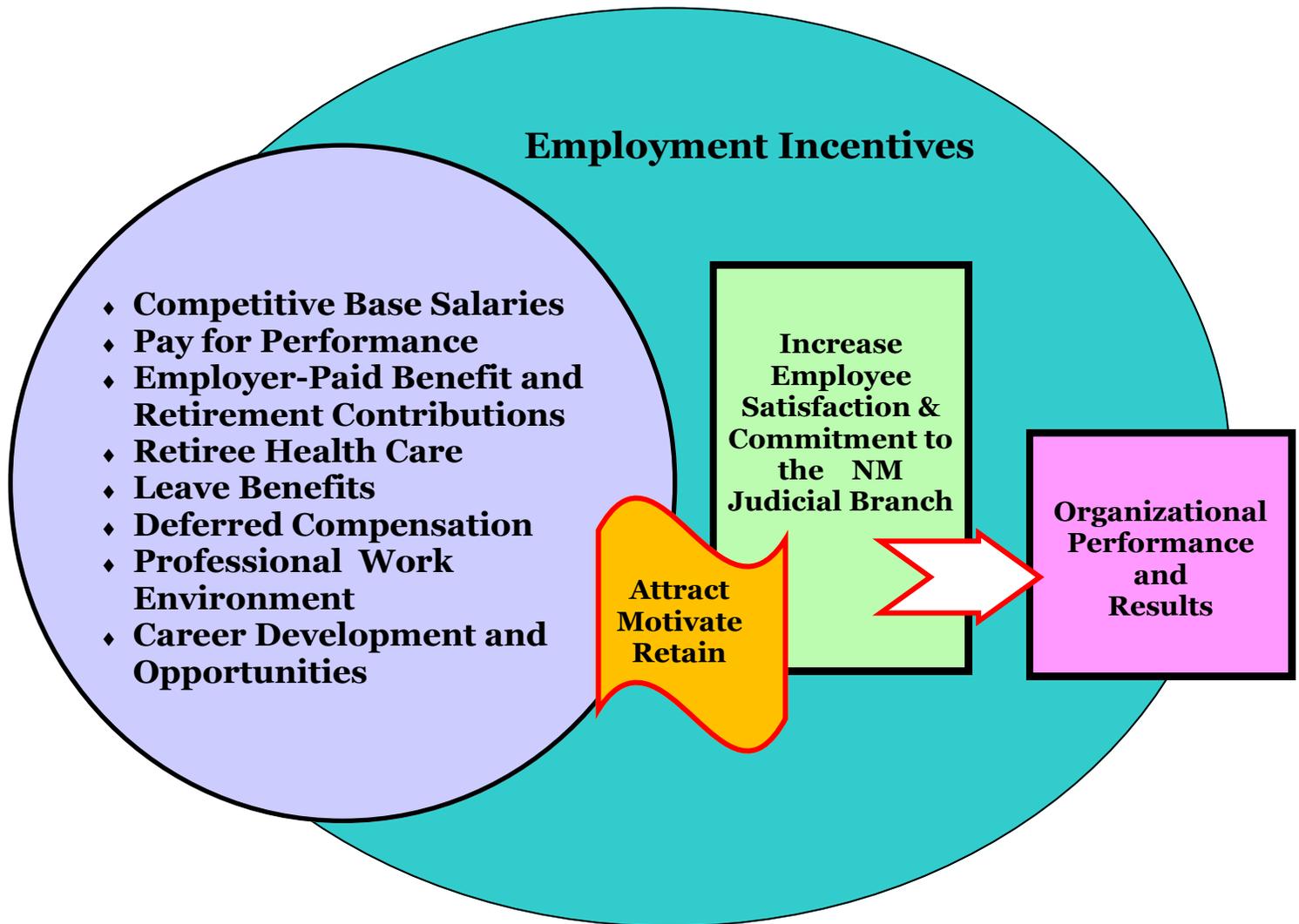


Joey D. Moya, Chief Clerk of the Supreme Court
of the State of New Mexico

(SEAL)



Compensation Strategy to Attract, Motivate and Retain Employees



	<p><u>TOTAL COMPENSATION</u> The concept of total compensation is integral to any review or discussion of the NMJB compensation system.</p> <p>Total compensation measures an employees base salary, and all other fringe benefits.</p>	
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PERA administers the State of NM retirement plan. PERA is a cost-sharing, multiple-employer defined plan that provides for retirement, disability benefits, survivor benefits and cost-of-living adjustments to plan members and beneficiaries.

Employees contribute 8.92% of gross salary.
The Judicial Branch contributes 16.99% of employee's gross salary (as of 7/1/2014).

Employee Retirement

Effective July 1, 2013, SB27 established 2 tiers of benefits under each PERA coverage plan. Members hired between July 1, 2010 and June 30, 2013 are grandfathered into Tier 1 plan. All plans were increased to 90% of final average salary.

Tier 1—Regular Retirement

Any age with 25 or more years of service credit;
Age 60 or older with 20 or more years of service credit;
Age 61 or older with 17 or more years of service credit;
Age 62 or older with 14 or more years of service credit;
Age 63 or older with 11 or more years of service credit;
Age 64 or older with 8 or more years of service credit; or
Age 65 with 5 or more years of service credit.
3% annual pension factor; 3 year average salary calculation; 5 year vesting.

For those members who start working for a PERA-affiliated employer and did not have contributions on account with PERA as of June 30, 2013, the following Tier 2 age and service requirements apply:

Tier 2—Regular Retirement

Any age with 30 or more years of service credit;
Any age if the sum of the member's age plus years of service credit equals 80 or more; or
Age 67 with 5 or more years of service credit.
2.5% annual pension factor; 5 year average salary calculations; 8 year vesting.



Judicial Retirement

Magistrate Judges Retirement

Eligibility: At age 64 with five or more years of service; age 60 with 15 or more years of service; at any age with 24 or more years of service. Member Contribution 10.5%; employer 11%.

Judicial Retirement

Membership in the fund includes Supreme Court Justices, Court of Appeals, District and Metropolitan Court Judges. JRA age and service eligibility: Member prior to 7/1/05, age 60 or older with 15 or more years of service credit; or age 64 or older with five or more years of service credit. Member on or after 7/1/05, age 55 or older with 16 or more years of service credit; or age 64 or older with five or more years of service credit. Member contribution 10.5%; employer 11%.

Section 10-12B-8 NMSA 1978; Magistrates: 10-12C-8 NMSA 1978

JRA & MRA member contribution rates
effective July 5, 2014.

One or more years of service credit in PERA, MRA or JRA may be combined to satisfy retirement conditions.



Contact Information: 505-883-4503 or www.pera.state.nm.us



Judicial Branch Total Benefit Compensation

Competitive Employee Benefits Package

GOAL:
Attract, recognize,
reward and retain
employees.

Competitive Base Salaries

Salary Structure is reviewed annually and adjusted commensurate with the Consumer Price Index and Competitive Market.

FICA/Medicare, Basic Life Disability, Dental Medical, Vision.

Pay for Performance

Classified Employee Salary Matrix moves employees more quickly through assigned pay range and recognizes high performers.

Deferred Compensation Plan

www.newmexico457dc.com

Employer-Paid Benefit Contributions

Judicial Branch pays between 80% and 60% of insurance premium cost dependent upon an employee's salary level.

Leave Benefit

Generous paid allowances for sick, vacation and holidays.

Leave Accrual Rates

(Per Pay Period)

Sick Leave 3.69

Annual Leave

(Years; Accrual Rate)

0 to 3; 4.62

3 to 7; 5.54

7 to 14; 6.46

Over 14; 7.39

Personal Day, Voting, Military, FMLA, Educational, Bereavement & Administrative Leave (subject to specific pay policies, rules & regs, & tenure).

Employer-Paid Retirement Contributions

Public Employees Retirement Association (PERA)

Magistrate Retirement Act (MRA)

Judicial Retirement Act (JRA)

Retiree Health Care

Benefits Positioning - Based upon a comprehensive review by the HayGroup, the State of New Mexico's employee benefits package, in which the Judicial Branch participates, ranks as "median or slightly above benefit packages of the comparator market."



Judges' Pay History

FY15—FY16 Judicial Compensation Initiatives:

The Judicial Compensation Commission recommends that New Mexico Judges salaries be raised. The National Center for State Courts (NCSC) Report ranks salaries of New Mexico's Trial Court Judges as 51 out of 51 in the nation, below all other states and the District of Columbia. NM Court of Appeals Judges salaries are ranked 38 out of 39 states that have appellate courts and NM's Supreme Court Justices fair slightly better, ranking 46 out of 51, but are still the lowest paid in the region. The disparity is made worse by the fact that New Mexico has a higher than average cost of living at 102.39%.

Effective Date	Annual Pay Rate Associate Justice	% Increase
January 3, 2004	\$99,170	-
July 1, 2004	\$105,120	6.0%
July 1, 2005	\$106,960	1.75%
July 15, 2006	\$115,040	7.55%
July 14, 2007	\$120,792	5.0%
July 1, 2008	\$123,691	2.4%
July 1, 2009	\$123,691	-0-
July 1, 2010	\$123,691	-0-
July 1, 2011	\$123,691	-0-
July 1, 2012	\$123,691	-0-
July 6, 2013	\$124,927	1.0%
July 5, 2014	\$131,174.31	5.0%

Reference page 40 for additional judicial salary information.



History—Number of Justices and Judges



NM Supreme Courthouse
Built 1937 Santa Fe, NM

Five Supreme Court Justices

Ten Court of Appeals Judges

District Court Judges

Court	FY01 - 03	FY04- 05	FY06	FY07	FY08- FY10	FY11	FY12- FY13	FY14	FY15
1st	7	7	7	7	7	8	8	8	9
2nd	23	23	24	24	26	26	26	26	27
3rd	6	7	7	8	8	8	8	8	8
4th	2	2	2	2	3	3	3	3	3
5th	8	8	8	10	10	10	10	10	11
6th	2	3	3	3	4	4	4	4	4
7th	3	3	3	3	3	3	3	3	3
8th	2	2	2	2	2	2	3	3	3
9th	3	3	4	5	5	5	5	5	5
10th	1	1	1	1	1	1	1	1	1
11th	6	6	7	8	8	8	8	8	8
12th	4	4	4	4	4	4	4	4	4
13th	5	6	6	7	7	7	7	7	8

Metropolitan Court Judges

FY01-05	FY06	FY07-15
16	18	19

Magistrate Court Judges

FY01	FY02 -05	FY06-07	FY08-FY14	FY15
61	62	65	66	67



First Judicial District Courthouse,
Santa Fe, NM. Built 2014.

*Shading indicates increase in Judgeships.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Target Pay Rates

Compa Ratio Targets - 95% for classified employees was approved by the Supreme Court in an Order dated June 25, 2001. **108%** for At-will employees.

Average Annual Salaries

	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14
AT-WILL	\$39,013	\$37,786	\$42,624	\$43,544	\$46,060	\$45,732	\$46,759	\$46,020	\$43,385	\$49,755
PERM	\$34,983	\$36,589	\$38,768	\$40,170	\$41,082	\$41,415	\$40,928	\$40,380	\$43,198	\$43,161
TERM	\$31,321	\$32,578	\$34,804	\$34,677	\$37,529	\$37,297	\$37,912	\$36,686	\$41,455	\$40,527

Data excludes Judges and temp employees.

Average Compa Ratio—All Employees

	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14
AT-WILL	103%	104%	105%	106%	108%	108%	108%	108%	111%	107%
PERM & TERM	93%	96%	92%	94%	95% Perm 92% Term Avg. 94%	95% Perm 92% Term Avg. 93%	94% Perm 93% Term Avg. 93%	93% Perm 90% Term Avg. 92%	99% Perm 92% Term Avg. 96%	93% Perm 89% Term Avg. 92%

Compa ratio is based upon 100% of the Pay Range. Report date 9/1/14. No Judges or temporary employees included.



Second Judicial District Courthouse
 Albuquerque, NM. Built 1926.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Average Compa Ratio—By Court

COURT	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14
Law Library (20500)	98.7%	102.6	102.8%	96%	100%	100.6%	99.5%	100.3	96%	98%
Compilation Commission (20800)	97.7%	99.3%	106.2%	118.1%	100%	107.1%	105.1%	99.5%	101%	97%
Court of Appeals (21500)	94.4%	95.7%	94.3%	100.5%	103.8%	103.8%	103.4%	103.1%	102.5	101%
Supreme Court (21600)	96.9%	97.3%	98.9%	104.7%	104%	103.2%	103.5%	104.4%	105%	104%
Supreme Court Building Commission (21900)	105.9%	103.5%	89%	90%	100%	102.4%	102.8%	102.5%	101.8%	104%
AOC (21800 & 21801)	89.9%	92.9%	87%	91.2%	93.2%	93.3%	92.6%	91.9%	91.9%	92%
Metro Court (24400)	92.9%	92.2%	92%	94.7%	93.4%	92.8%	92.4%	92%	91.4%	91%
DISTRICT COURTS										
1st (23100)	99.2%	97.7%	89.1%	97.9%	100.2	99%	100%	100.6	99.9%	99%
2nd (23200)	96.2%	95.8%	94.2%	96.5%	97.7%	97%	95.2%	94.9%	94.7%	94%
3rd (23300)	93.4%	93.7%	93.3%	95.1%	98.5%	98%	98.4%	96.9%	96.9%	96%
4th (23400)	95.0%	97%	93.9%	96.4%	96.8%	97.95	98.1%	96.9%	98.7%	98%
5th (23500)	99.9%	100.9	100.1	101.3%	99.6%	100.3	100.7	100.4	100.6	101%
6th (23600)	95.9%	96.0%	97.6%	100.8	100.3	98.8%	99.2%	99%	99.4%	99%
7th (23700)	92.5%	94.6%	94.5%	97.3%	95.7%	97.6%	98.1%	100.6	100.1	99%
8th (23800)	98.7%	99.5%	92.4%	98.5%	95.6%	95.8%	96.1%	95.5%	96.2%	96%
9th (23900)	101.5	98.7%	94.4%	101.9%	101.9	103.2	102%	101.5	101.5	100%
10th (24000)	99.6%	110.0	99.4%	96.6%	97.6%	95.7%	95.7%	96.7%	98.3%	100%
11th (24100)	92.4%	93%	94.9%	97.3%	96.8%	95.8%	97%	95.8%	95.5%	95%
12th (24200)	92.8%	93.4%	91%	98.5%	96.1%	96.5%	95.4%	94.8%	94.5%	96%
13th (24300)	97.7%	96.9%	100.8	103.5	101%	101.6%	101.4	101.4	100.9	100%

Report date 9/1/14. Data reflects a combination of all filled PERM, TERM and At-Will positions. Judges and temps excluded.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Average Hourly Rate by Pay Range & Number of Employees in Pay Range FY2014

PAY RANGE	# EMPLOYEES IN PAY RANGE					EMPLOYEE AVERAGE HOURLY RATE					
	FY09	FY10	FY11	*FY13	FY14	FY09	FY10	FY11	Fy12	FY13	FY14
AA	8	7	7	8	8	\$11.71	\$11.77	\$11.77	\$11.77	\$11.85	\$12.488
BB	57	54	53	53	50	\$12.04	\$12.09	\$12.05	\$11.94	\$12.27	\$12.853
CC	25	24	22	22	23	\$12.94	\$12.91	\$12.95	\$12.94	\$13.09	\$13.607
DD	2	1	1	2	2	\$13.45	\$13.45	\$13.45	\$12.60	\$13.26	\$13.679
EE	146	146	177	94	88	\$13.89	\$13.73	\$13.83	\$14.17	\$15.15	\$15.818
**FF	495	479	467	537	538	\$14.75	\$14.73	\$14.59	\$14.46	\$14.78	\$15.184
GG	102	100	101	104	107	\$17.49	\$17.47	\$17.32	\$17.32	\$17.74	\$18.154
HH	277	269	256	261	265	\$20.30	\$20.36	\$20.39	\$20.39	\$20.91	\$21.544
II	172	174	166	175	165	\$21.47	\$21.35	\$21.28	\$21.09	\$21.50	\$22.113
JJ	130	122	114	112	113	\$24.75	\$24.63	\$24.79	\$24.77	\$25.47	\$25.968
KK	70	74	72	80	90	\$27.62	\$27.74	\$27.44	\$27.04	\$27.61	\$28.797
LL	74	70	70	70	74	\$32.80	\$32.75	\$32.28	\$32.17	\$33.32	\$34.00
MM	74	75	67	65	77	\$34.87	\$34.84	\$34.37	\$34.32	\$35.48	\$36.484
NN	21	20	21	22	21	\$38.68	\$38.48	\$38.18	\$38.42	\$39.80	\$41.690
OO	18	16	16	15	14	\$45.75	\$45.65	\$45.71	\$44.89	\$46.90	\$47.805
PP	5	5	6	5	2	\$51.79	\$51.19	\$51.08	\$50.25	\$52.03	\$53.559
QQ	2	2	2	2	2	\$56.48	\$56.48	\$56.48	\$56.48	\$58.47	\$60.144



Chavez County Courthouse, Roswell, NM. Built 1911.

Report Date 9/1/14. Data reflects a combination of all filled PERM, TERM and At-Will positions; and excludes pay ranges RR through ZZ (Judges and statutory salaries). Temps are not included.

NOTE: *FY12 “# of Employees in Pay Range” intentionally excluded.

**Judicial Branch Court Clerk classification series is a Pay Range FF.



Comparison Market

Previous Comparison Market—Prior to 2005, the Judiciary’s primary comparison market was that of other courts nationwide as well as state and local government. The Judicial Salary Survey surveyed 22 state courts nationwide. Those state courts included: Arizona, Colorado, Idaho, Iowa, Kansas, Kentucky, Louisiana, Michigan, Mississippi, Missouri, Montana, Nevada, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, West Virginia and Wyoming. The comparison market also included the State of New Mexico Executive Branch of government.

Current Comparison Market—The comparison market adopted by the Supreme Court in July 2005 includes: New Mexico Federal Courts, Arizona, Colorado, Nevada and Texas State courts, New Mexico State Universities, Los Alamos National Laboratory, local law firms (when comparing legal jobs), State of New Mexico Executive Branch; cities of Albuquerque, and Santa Fe, counties of Bernalillo, Chaves, Dona Ana, San Juan, San Miguel and Santa Fe.



Dona Ana Magistrate Court,
Las Cruces, NM.
Built 2009.



Union County Magistrate Court, Clayton,
NM. Built 1909.



Fy2014 Biyearly Salary Survey

Salary surveys help ensure the market competitiveness of the New Mexico Judicial Branch’s salary structure, and pay practices with the state’s comparator markets. Market reviews of competitive pay rates for classification series within a geographic location or a specific market are completed to address critical recruitment and retention difficulties. Based upon that review the AOC Director may recommend to the Supreme Court the assignment of an Alternative Pay range to remedy the recruitment and retention problem.

Approval to extend the alternative pay ranges assigned to the job classifications was given in October 2013. All were extended through June 30, 2014. The New Mexico Judicial Branch Bi-Yearly Salary Survey was last completed in the fall of 2011. The following 19 jobs were evaluated: Administrative Assistant 2, AOC Systems Manager, Attorney-General Counsel, Law Librarian 2, Court Executive Officer 2, Court Clerk 2, Court Manager 2, Court Interpreter, Court Monitor, Real Time Certified Court Reporter, Database Administrator, Facilities Director, Financial Specialist, HR Administrator, Network Systems Administrator, Paralegal, Court Probation Officer 2, Certified Real Time Court Reporter, and Trial Court Administrative Assistant.

There were no matches for Court Manager 1, Real Time Court Reporter, Court Interpreter, Court Monitor, Court Reporter, Trial Court Administrative Assistant. Seven of the remaining benchmark positions surveyed indicate that the NM Judicial Branch’s mid point (100% compa ratio) is on average 8.32% higher; and of the remaining benchmark positions the NM Judicial Branch is on average 10% lower. The Attorney-General Counsel and Facilities Director were the most significant differences in midpoint assignment (higher than NM Judicial Branch).

As economic conditions in New Mexico have improved, the job market has also improved and a new survey will be forthcoming. A review of pay ranges due to Odyssey is also forthcoming.

Past Employee Salary Adjustments (Past 7 years.)

Effective Date	Fiscal Year	% Increase
July 2014	FY14	3%
July 2013	FY14	3.5% / 5%*
July 2012	FY13	0%
July 2011	FY12	0%
July 2010	FY11	0%
July 2009	FY10	0%
June 28, 2008	FY09	2.4% average

* = average



Salary Structure

Changes in salary structure have been the practice of the Judiciary for many years as it reflects changes in labor market pricing among competitors, and economic and labor market trends. Competitive salary ranges and base salaries support the foundation for administering the pay philosophy. The structure helps maintain equity within the Judiciary and differentiates job levels.

The salary structure adjustment helps the judiciary to remain competitive and attract and retain skilled professional workers, and allows career growth and opportunities for employees. Salary structure adjustments help protect the judicial branch philosophy of maintaining external competitiveness in labor market pricing.

This is one mechanism used to attract qualified applicants to the Judicial Branch and retain them; motivate employees to maintain high standards of productivity and service, and reward employees for their specific contributions.

Past Salary Structure Adjustments (Past 13 years.)

Effective Date	Fiscal Year	% Increase
July 2014	FY14	3%
July 2013	FY14	3.5%*
July 2012	FY13	0%
July 2011	FY12	0%
July 2010	FY11	0%
July 2009	FY10	0%
June 28, 2008	FY09	3.1%
July 1, 2007	FY08	3.0%
July 1, 2006	FY07	3.5%
July 1, 2005	FY06	1.75%
July 2004	FY05	2.0%
January 1, 2004	FY04	2.8%
July 2002	FY03	0%

**Details on
page 22*

***FY13 Salary Structure Adjustment was effective 9/14/13. Typical effective date 7/1/2014 approx.**



Pay Delivery Systems

Incentive pay programs, such as Pay For Performance or Merit Pay are designed to reward individuals based upon their productivity, and workplace contributions. Under such a system employees have an opportunity to influence how quickly they move within their assigned pay range based upon their best performance. There has not been sufficient budget to offer Pay for Performance / Merit Pay compensation rewards.

In FY2013 and FY2014 the Judicial Branch recognized employees who met or exceeded performance with Cost of Living Allowances to offset insurance and PERA increases.

In FY2015 a committee will be formed to address pay equity issues in the Judicial Branch. Specifically this committee will develop a long-term and sustainable statewide plan to ensure employees are paid fairly and equitably to ensure market competitiveness and retain a talented workforce.

Pay for Performance

A pay incentive program is an integral part of the Total Compensation package the Judicial Branch offers to employees.

It should ensure current employees are appropriately compensated.

The Judiciary embraces the concept of merit pay. Top performers need to be rewarded based on their productivity and results.

It should encourage employees by providing rewards commensurate with contributions.

It should ensure existing employees have movement within his or her pay range.



Performance Appraisal Process

The focal point evaluation period begins April 1 through June 30 of every year.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Pay Delivery Focal Point Evaluation Summary FY13 (7/1/13–6/30/14)

This summary does not include At-Will, Probationary or Temporary employees.

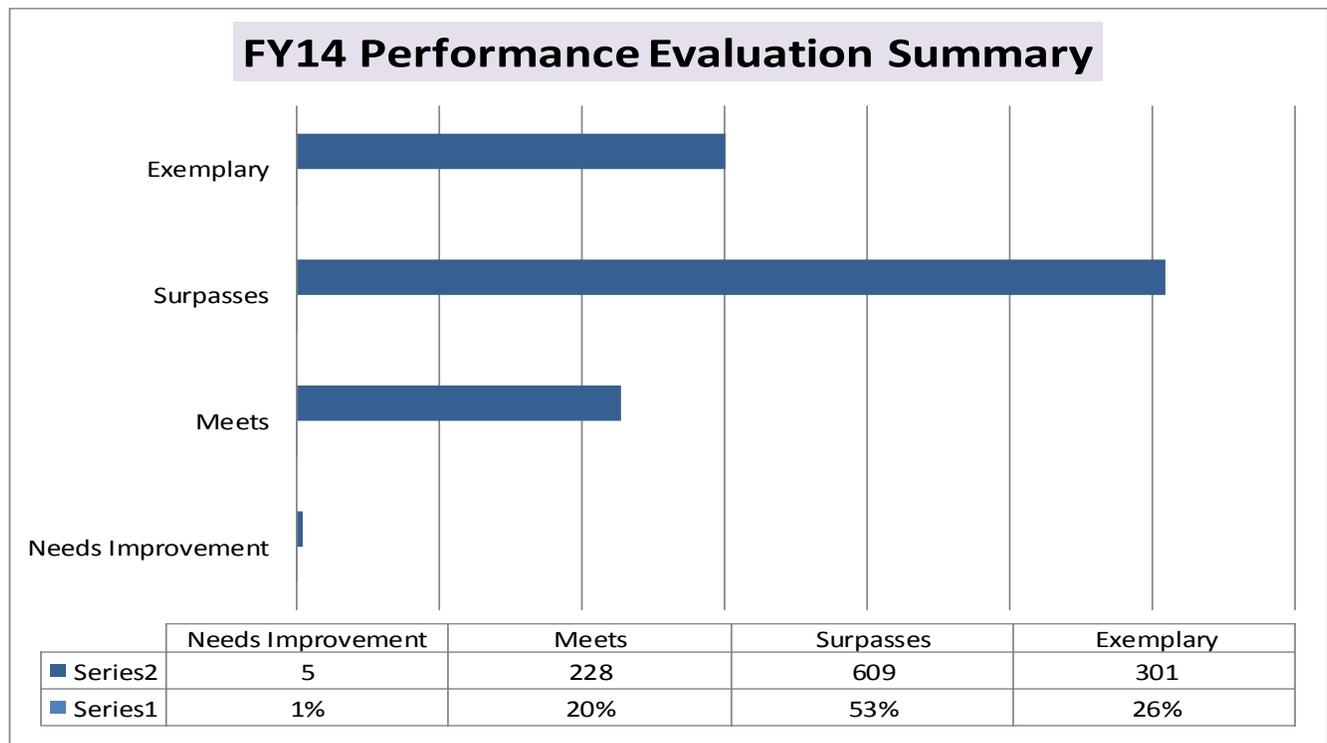
COURT	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails to Meet		TOTALS
	# Emp Eval	% of Total Evals	# Emp	% of Total Evals	# Emp	% of Total Evals	# Emp	% of Total Evals	Total Eval Completed
Law Library	2	33%	4	67%	0		0		6
Compilation Commission	4	100%	0		0		0		4
Court of Appeals	9	60%	5	33%	1	7%	0		15
Supreme Court	5	83%	1	17%	0		0		6
Supreme Court Building Commission	0		13	100%	0		0		13
AOC Admin	26	58%	15	33%	4	9%	0		41
JID	17	40%	25	58%	1	1%	1	1%	44
Magistrate Courts	28	16%	97	54%	54	30%	0		179
Metro Court	49	21%	133	57%	48	21%	2	1%	232
DISTRICT COURTS									
1st	9	16%	30	55%	15	27%	1	2%	55
2nd	47	21%	117	53%	57	25%	1	1%	222
3rd	29	44%	28	42%	9	14%	0		66
4th	2	13%	12	80%	1	7%	0		15
5th	6	16%	31	81%	1	3%	0		38
6th	12	67%	6	33%	0		0		18
7th	2	15%	8	62%	3	23%	0		13
8th	7	44%	9	56%	0		0		16
9th	17	63%	9	33%	1	4%	0		27
10th	1	12%	1	13%	6	75%	0		8
11th	3	7%	34	75%	8	18%	0		45
12th	5	29%	9	53%	3	18%	0		17
13th	21	36%	22	37%	16	27%	0		59
Statewide Average	301	26%	609	53%	228	20%	5	1%	TOTAL 1143
	Exemplary		Surpasses		Meets		Needs Improvement or Fails		



Pay Delivery—Pay for Performance Summary

Pay for Performance Focal Point Evaluation Summary FY07 - FY14									
FY07	166	14.41%	459	39.84%	519	45.05%	8	.69%	1152
FY08	235	18.25%	498	38.66%	541	42%	14	1.09%	1288
FY09	274	21.2%	573	44.3%	435	33.6%	5	1.8%	1294
FY10	219	24.6%	432	48.6%	234	26.3%	4	0.4%	889
FY11	259	30.1%	412	47.9%	185	21.5%	5	0.6%	861
FY12*	-	-	-	-	-	-	-	-	-
FY13	345	26%	676	49%	321	24%	7	1%	1349
FY14	301		609		228		5		1143
	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails to Meet		Total Evals

*NOTE Regarding FY12 Pay for Performance Summary Data ~ there were performance evaluations completed in most Judicial Entities, however due to automated reporting concerns data was unavailable for this portion of the Summary Report.





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Out-of-Cycle (OOC) Adjustments: OOCs allow management the flexibility to provide salary growth and career progression for employees within the assigned salary range. As a key component to the Judiciary's compensation initiatives, OOC increases provide opportunities for movement through assigned salary ranges based upon the principles of appropriate employee salary range placement and progression, job competency, demonstrated exceptional performance, and salary alignment. The more proficient an employee becomes, the closer to the assigned full performance value (100% compa ratio) he or she should be paid.

An employee's salary may be increased up to 10% during a fiscal year commensurate with the OOC Guidelines. The judicial entity must certify funding of the increase from current appropriations with no additional or emergency funding requests. (Ref: Supreme Court Order #05-8500, effective August 15, 2005 and 11-8500, effective September 27, 2011.)

OOCs were allowed during FY2014 on Demonstrated Exceptional Performance and Salary Alignment criteria.

<i>FY2014 Out-of-Cycle Adjustments</i>									
	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14
Approved	233	173	151	58	1	0	22	57	50
Disapproved	5	2	0	5	2	6	0	0	2



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

JUDICIAL BRANCH
State of New Mexico
Out of Cycle Summary by Judicial Entity
FY 2014

<u>Job Classification</u>	Approved	Denied	Average Increase
Law Library	0	0	0%
Compilation Commission	0	0	0%
Judicial Standards	0	0	0%
Court of Appeals	4	0	6.5%
Supreme Court	0	0	0%
AOC	11	0	8.6%
JID	3	0	8.8%
Magistrate Court	1	0	10%
Supreme Court Bldg. Comm	0	0	0%
Metro Court	9	0	7.2%
District Courts			
1st JD	1	0	10%
2nd JD	0	0	0%
3rd JD	4	0	8%
4th JD	7	2	5%
5th JD	0	0	0%
6th JD	4	0	5.2%
7th JD	0	0	0%
8th JD	2	0	10%
9th JD	0	0	0%
10th JD	2	0	4.8%
11th JD	1	0	5%
12th JD	1	0	9%
13th JD	0	0	0%
TOTAL % Increase of FY2014 OOCs: 7.02%			



Job Classification & Evaluation

Judicial Branch job descriptions clearly identify employee responsibilities and job expectations, and provide the key to appropriate job measurement, good employee performance plans and increased employee job performance. Job descriptions also provide the groundwork to address performance problems and comply with both the Fair Labor Standards Act and the Americans with Disabilities Act.

Job Measurement establishes the relative importance of jobs to the organization, is a process which involves the exercise of judgment in identifying and assessing differences between jobs, and is based upon predetermined factors of knowledge, problem solving and accountability. The NM Judicial Branch utilizes the Hay Guide Chart-Profile Method of Job Measurement.

Classification Studies—Between 2003 and 2009, all Judicial Branch job classifications were fully studied following the Classification Policy, and all job descriptions were revised and measured. As recommended by the HayGroup in its 2008 review, the Judicial Branch will continue to audit its job evaluations every five to seven years. A new cycle of job classification audit and evaluation began FY2010.

5 Year Classification Audit Process (Began 2010)—The job audit process is not a full classification study process. AOC HR works with assigned subject matter experts, job classification series managers and Court Executive Officers to audit the job description components. Adjustments to the current job descriptions are made, as appropriate, based on comments received from those involved in the audit. The revised job descriptions are then audited by the Classification Committee for accuracy of the job measurements. If necessary, a full job classification study will be utilized.

Position Reclassification—Individual position reclassification requests may be approved when the job content assigned to a position has substantially changed and when funds are available.

<i>Position Reclassification History</i>									
	FY06	FY07	FY08	FY09	FY10	FY11	Fy12	FY13	FY14
*Approved	38	51	30	36	4	11	76	256	66
Disapproved	3	2	0	6	0	1	2	1	2

TOTAL % Increase of FY2014 Position Reclassifications: 7.1%



Job Classification & Evaluation

JUDICIAL BRANCH
State of New Mexico
Position Reclassification Summary by Judicial Entity
FY 2014

<u>Job Classification</u>	Approved	Denied	Average % Increase	% Positions Vacant when Reclassified
Law Library	1	0	10%	0%
Compilation Commission	0	0	0%	0%
Judicial Standards	0	0	0%	0%
Court of Appeals	5	0	9.3%	100%
Supreme Court	1	0	58%	100%
AOC	4	0	23.4%	25%
JID	1	0	7.4%	0%
Magistrate Court	14	0	19.3%	100%
Supreme Court Bldg. Comm	0	0	0%	0%
Metro Court	7	0	13.7%	86%
District Courts				
1st JD	2	0	-16.5%	50%
2nd JD	4	1	7.3%	25%
3rd JD	4	0	1.2%	50%
4th JD	2	0	-19.7%	100%
5th JD	1	1	6.9%	100%
6th JD	9	0	4.1%	67%
7th JD	1	0	8.3%	100%
8th JD	1		-30.7%	100%
9th JD	3	0	-13.3%	100%
10th JD	0		0%	100%
11th JD	2	0	43.5%	100%
12th JD	3	0	16.7%	100%
13th JD	1	0	-12.1%	100%

Excluding Judges, i.e., movements up to Chief.



APPENDIX SECTION

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Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Judges Job Classification Schedule & Pay Schedule FY2015

Spec #	Job Title	Hourly Rate	Biweekly Rate	Annual Rate
9846	Chief Justice	\$64.03	\$5,122.09	\$133,174.31
9844	Associate Justices	\$63.06	\$5,045.17	\$131,174.31
9845	Chief Court of Appeals	\$60.82	\$4,865.98	\$126,515.59
9843	Court of Appeals Judges	\$59.91	\$4,792.91	\$124,615.59
9839	Chief District Judge	\$57.78	\$4,622.69	\$120,189.81
9842	District Judges	\$56.92	\$4,553.26	\$118,384.81
9565	Chief Metro Judge	\$54.89	\$4,391.55	\$114,180.32
9566	Metropolitan Judges	\$54.07	\$4,325.60	\$112,465.57
9840	Presiding Magistrate Judges	\$41.17	\$3,293.66	\$85,635.24
9841	Magistrate Judges	\$40.55	\$3,244.20	\$84,349.18
9847	Special Commissioners	Up to \$45.53	Up to \$3,642.61	Up to \$94,707.85
9179	Child Support Hearing Officers	Up to \$45.53	Up to \$3,642.61	Up to \$94,707.85
1100JB	Domestic Relations Hearing Officers	Up to \$45.53	Up to \$3,642.61	Up to \$94,707.85

Based on 2080 hours.

Calculation

Chief Justice	+ \$2,000
Associate Justices	Target Base per Statute
Chief Court of Appeals	95% of Chief Justice
Court of Appeals Judges	95% of an Associate Justice
Chief District Judge	95% of Chief Court of Appeals Judge
District Judges	95% of Court of Appeals Judge
Chief Metro Judge	95% of Chief District Judge
Metropolitan Judges	95% of District Court Judge
Presiding Magistrate Judges	75% of Chief Metro Judge
Magistrate Judges	75% of Metropolitan Judge
Special Commissioners	Up to 80% of District Court Judge
Child Support Hearing Officers	Up to 80% of District Court Judge
Domestic Relations Hearing Officers	Up to 80% of District Court Judge



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

NEW Pay Ranges & Pay Rates
Effective July 6, 2014

PAY RANGE	HOURLY RATE			BIWEEKLY RATE			ANNUAL SALARY RANGE		
	Min	Compa Ratio of	Max	Min	Compa Ratio of	Max	Min	Compa Ratio of	Max
	80%	100%	125%	80%	100%	125%	80%	100%	125%
QQ	\$43.272	\$54.090	\$67.613	\$3,461.76	\$4,327.20	\$5,409.04	\$90,006	\$112,507	\$140,635
PP	\$39.423	\$49.279	\$61.599	\$3,153.84	\$3,942.32	\$4,927.92	\$82,000	\$102,500	\$128,126
OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,627
NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,604	\$84,504	\$105,631
MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,205	\$79,007	\$98,758
LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,199	\$64,000	\$79,999
JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,500	\$56,876	\$71,094
II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,000	\$50,001	\$62,502
HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,463
GG	\$15.220	\$19.025	\$23.781	\$1,217.60	\$1,522.00	\$1,902.48	\$31,658	\$39,572	\$49,464
FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,600	\$35,751	\$44,689
EE	\$12.694	\$15.867	\$19.834	\$1,015.52	\$1,269.36	\$1,586.72	\$26,404	\$33,003	\$41,255
DD	\$11.141	\$13.926	\$17.408	\$891.28	\$1,114.08	\$1,392.64	\$23,173	\$28,966	\$36,209
CC	\$9.886	\$12.358	\$15.448	\$790.88	\$988.64	\$1,235.84	\$20,563	\$25,705	\$32,132
BB	\$9.400	\$11.750	\$14.688	\$752.00	\$940.00	\$1,175.04	\$19,552	\$24,440	\$30,551
AA	\$8.704	\$10.880	\$13.600	\$696.32	\$870.40	\$1,088.00	\$18,104	\$22,630	\$28,288

Based on 2080 hours.

**JUDICIAL BRANCH
State of New Mexico**

Effective July 1, 2014 - June 30, 2015
FISCAL YEAR 2015

**JOB CLASSIFICATION AND PAY SCHEDULE
Based on 2080 Hours**

Reflects 3.0 % RANGE MOVEMENT UPWARDS. This schedule will be updated based on classification studies, audits or salary surveys. *At-will judges staff paid by Supreme Court Order (see page 7 of the FY14 Classification & Compensation Plan). Rvd 7/6/2014				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE			
SPEC	JOB TITLE	FLSA	Range	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	
1	9010JB	Administrative Assistant 1	C	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689
2	9015JB	Administrative Assistant 2	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
3	9016JB	Administrative Assistant 2 (U)	NC	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
3	9019JB	Administrative Assistant Supervisor	E	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
4	2510JB	AOC Asset Manager	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
5	2520JB	AOC Budget Analyst	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
6	2500JB	AOC Chief Financial Officer (U)	NC	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
7	9601JB	AOC Chief Information Officer (U)	NC	OO/QQ	\$43.272	\$54.090	\$67.613	\$3,461.76	\$4,327.20	\$5,409.04	\$90,006	\$112,507	\$140,634
8	8040JB	AOC Court Services Division Director (U)	NC	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
9	2505JB	AOC Deputy Chief Financial Officer	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
10	9605JB	AOC Deputy Chief Information Officer (U)	NC	NN/PP	\$39.423	\$49.279	\$61.599	\$3,153.84	\$3,942.32	\$4,927.92	\$82,000	\$102,500	\$128,125
11	8030JB	AOC Deputy Director (U)	NC	PP	\$39.423	\$49.279	\$61.599	\$3,153.84	\$3,942.32	\$4,927.92	\$82,000	\$102,500	\$128,125
12	8000JB	AOC Director (U)	NC	QQ	\$43.272	\$54.090	\$67.613	\$3,461.76	\$4,327.20	\$5,409.04	\$90,006	\$112,507	\$140,634
13	9022JB	AOC Executive Assistant to the Director (U)	NC	II/JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
14	2515JB	AOC Grants Administrator	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
15	2015JB	AOC Human Resources Administrator	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
16	2000JB	AOC Human Resources Director (U)	NC	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
17	2010JB	AOC Human Resources Project Manager	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
18	9620JB	AOC Information Tech Support Manager	E	MM/OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
19	8035JB	AOC Public Information Officer/Legislative Liaison	E	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
20	9671JB	AOC Software Development Manager	E	MM/OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
21	9615JB	AOC Systems Manager	E	MM/OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
22	9450JB	Appellate Paralegal (U)*	NC	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
23	1005JB	Attorney - AOC General Counsel	E	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
24	1010JB	Attorney - AOC General Counsel (U)	NC	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
25	1050JB	Attorney - AOC Magistrate Court Division Director	NC	PP	\$39.423	\$49.279	\$61.599	\$3,153.84	\$3,942.32	\$4,927.92	\$82,000	\$102,500	\$128,125
26	1015JB	Attorney - Assistant	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000

**JUDICIAL BRANCH
State of New Mexico**

Effective July 1, 2014 - June 30, 2015
FISCAL YEAR 2015

**JOB CLASSIFICATION AND PAY SCHEDULE
Based on 2080 Hours**

Reflects 3.0 % RANGE MOVEMENT UPWARDS. This schedule will be updated based on classification studies, audits or salary surveys. *At-will judges staff paid by Supreme Court Order (see page 7 of the FY14 Classification & Compensation Plan). Rvd 7/6/2014				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%
27	1020JB Attorney - Assistant (U)	NC	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
28	1025JB Attorney - Associate	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
29	1030JB Attorney - Associate (U)	NC	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
30	1035JB Attorney - Chief Appellate (U)	NC	OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
31	1040JB Attorney - General Counsel	E	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
32	1045JB Attorney - General Counsel (U)	NC	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
33	1055JB Attorney - Senior	E	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
34	1060JB Attorney - Senior (U)	NC	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
35	1065JB Attorney - Supervisor	E	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
36	1070JB Attorney - Supervisor (U)	NC	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
37	1000JB Attorney- Administrative Assistant to Chief Justice	NC	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
38	8775JB Background Intake Officer	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
39	8770JB Background Investigator	C	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
40	9115JB Bailiff (At-Will, U)*	NC	BB	\$9.400	\$11.750	\$14.688	\$752.00	\$940.00	\$1,175.04	\$19,552	\$24,440	\$30,550
41	9120JB Bailiff (Classified)	C	BB	\$9.400	\$11.750	\$14.688	\$752.00	\$940.00	\$1,175.04	\$19,552	\$24,440	\$30,550
42	9108JB Bailiff, Security (U)*	NC	CC	\$9.886	\$12.358	\$15.448	\$790.88	\$988.64	\$1,235.84	\$20,564	\$25,705	\$32,131
43	9107JB Bailiff, Security (Classified)	C	CC	\$9.886	\$12.358	\$15.448	\$790.88	\$988.64	\$1,235.84	\$20,564	\$25,705	\$32,131
44	9110JB Bailiff Supervisor	E	EE	\$12.694	\$15.867	\$19.834	\$1,015.52	\$1,269.36	\$1,586.72	\$26,402	\$33,003	\$41,254
45	2525JB Budget Analyst	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
46	1210JB Building & Grounds Asst. Superintendent	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
47	1200JB Building & Grounds Superintendent (U)	NC	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
48	9080JB Certified Court Monitor	C	EE	\$12.694	\$15.867	\$19.834	\$1,015.52	\$1,269.36	\$1,586.72	\$26,402	\$33,003	\$41,254
49	9085JB Certified Court Monitor (U)*	NC	EE	\$12.694	\$15.867	\$19.834	\$1,015.52	\$1,269.36	\$1,586.72	\$26,402	\$33,003	\$41,254
50	9090JB Certified Court Reporter	C	HH/II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
51	9098JB Certified Court Reporter Supervisor	E	II/JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
52	9097JB Certified Real Time Court Reporter	C	II/JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
53	9096JB Certified Real Time Court Reporter (U)*	C	II/JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095

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SPEC	JOB TITLE	FLSA	Range	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%
54	8025JB Chief Appellate Court Clerk (U)	NC	OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
55	8700JB Chief Court Probation Officer	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
56	9179 Child Support Hearing Officer (U)	NC	80% of A District Court Judge. Yearly Salary \$90,198.05.									
57	1115JB Clinical Director 1	E	LL/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
58	1110JB Clinical Director 2	E	NN/OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
59	9035JB Compilation Commission Director (U)	NC	ZZ									
60	1150JB Counseling Director	E	LL/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
61	9001JB Court Clerk 1	C	EE	\$12.694	\$15.867	\$19.834	\$1,015.52	\$1,269.36	\$1,586.72	\$26,402	\$33,003	\$41,254
62	9002JB Court Clerk 2	C	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689
63	9003JB Court Clerk 3	C	GG	\$15.220	\$19.025	\$23.781	\$1,217.60	\$1,522.00	\$1,902.48	\$31,658	\$39,572	\$49,465
64	9004JB Court Clerk Leadworker	C	GG	\$15.220	\$19.025	\$23.781	\$1,217.60	\$1,522.00	\$1,902.48	\$31,658	\$39,572	\$49,465
65	9005JB Court Clerk Supervisor	E	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
66	1170JB Court Clinical Services Coordinator	E	KK/LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
67	1140JB Court Clinician 1	E	JJ/KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
68	1130JB Court Clinician 2	E	KK/LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
69	1160JB Court Counselor	E	II/JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
70	8010JB Court Executive Officer 1 (U)	NC	NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
71	8015JB Court Executive Officer 2 (U)	NC	OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
72	8020JB Court Executive Officer 3 (U)	NC	PP	\$39.423	\$49.279	\$61.599	\$3,153.84	\$3,942.32	\$4,927.92	\$82,000	\$102,500	\$128,125
73	2535JB Court Financial Administrator	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
	2532JB Court Financial Manager 1	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
74	2530JB Court Financial Manager 2	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
75	9075JB Court Interpreter	C	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
76	9079JB Court Interpreter Supervisor	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
77	9009JB Court Manager 1	E	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
78	9006JB Court Manager 2	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
79	9007JB Court Manager 3	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000

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SPEC	JOB TITLE	FLSA	Range	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	
80	8725JB Court Probation Officer 1	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464	
81	8720JB Court Probation Officer 2	C	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501	
82	8715JB Court Probation Officer Leadworker	C	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095	
83	8710JB Court Probation Officer Supervisor	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000	
84	1120JB Court Psychologist	E	LL/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759	
85	9086 Court Reporter (U)	NC	HH/II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501	
86	9105JB Court Security Officer	C	DD	\$11.141	\$13.926	\$17.408	\$891.28	\$1,114.08	\$1,392.64	\$23,173	\$28,966	\$36,208	
87	9106JB Court Security Officer Supervisor	E	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689	
88	9625JB Database Administrator	C/E	JJ/LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416	
89	9630JB Database Administrator Senior	E	KK/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759	
90	8001JB Deputy Court Executive Officer 1	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416	
91	8005JB Deputy Court Executive Officer 2	E	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759	
92	8500JB Deputy Director NM Compilation Commission	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000	
93	1100JB Domestic Relations Hearing Officer (U)	NC	80% of A District Court Judge. Yearly Salary \$90,198.05.										
94	1230JB Evening Custodian	C	AA	\$8.704	\$10.880	\$13.600	\$696.32	\$870.40	\$1,088.00	\$18,104	\$22,630	\$28,288	
95	9027 Executive Assistant to Chief Judge (U)	NC	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759	
96	1240JB Facilities Director	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000	
97	2540JB Financial Specialist	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464	
98	2545JB Financial Specialist Senior	C	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501	
99	2550JB Financial Specialist Technician	C	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689	
100	2555JB Financial Supervisor	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095	
101	2560JB Fiscal Services Division Director	E	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759	
102	2035JB Human Resources Administrator	E	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464	
103	2030JB Human Resources Administrator Senior	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095	
104	2020JB Human Resources Director	E	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759	
105	2040JB Human Resources Generalist	C	GG	\$15.220	\$19.025	\$23.781	\$1,217.60	\$1,522.00	\$1,902.48	\$31,658	\$39,572	\$49,465	
106	2025JB Human Resources Manager	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000	

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SPEC	JOB TITLE	FLSA	Range	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	
107	9238JB	HVAC Maintenance Worker	C	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689
108	9260JB	Internal Auditor	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
109	9265JB	Internal Auditor Supervisor	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
110	9635JB	IT Division Director	E	MM/OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
111	9640JB	IT Security Specialist	E	LL/NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
112	9645JB	IT Specialist	C/E	II/KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
113	9655JB	IT Specialist Manager	E	LL/NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
114	9650JB	IT Specialist Senior	E	KK/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
115	9191JB	Judicial Standards Commission Director (U)	NC	ZZ									
117	9195JB	Judicial Standards Commission Investigator (U)	NC	ZZ									
116	9190JB	Judicial Standards Financial Specialist (U)	NC	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
118	9192JB	Judicial Standards Financial Manager (U)	NC	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
	9465JB	Judicial Standards Legal Assistant I (U)	NC	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689
118	9470JB	Judicial Standards Legal Office Specialist (U)	NC	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
	9196JB	Judicial Standards Paralegal (U)	NC	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
	9405JB	Language Access Coordinator	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
119	1075JB	Law Clerk (U)	NC	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
120	9301JB	Law Librarian 1	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
121	9302JB	Law Librarian 2	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
122	9305JB	Law Librarian Senior	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
123	9460JB	Legal Office Specialist	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
124	9300JB	Library Technician	C	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689
125	1250JB	Maintenance Worker	C	EE	\$12.694	\$15.867	\$19.834	\$1,015.52	\$1,269.36	\$1,586.72	\$26,402	\$33,003	\$41,254
126	8610JB	Magistrate Court DWI Drug Court Coordinator	E	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
127	8600JB	Magistrate Court DWI Drug Court Supervisor	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
128	9294	Management Analyst	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
129	9099JB	Managing Court Reporter	E	JJ/KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000

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SPEC	JOB TITLE	FLSA	Range	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	
130	9660JB	Network Systems Administrator	C/E	II/KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
131	9665JB	Network Systems Administrator Senior	E	KK/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
132	1205JB	Pamela B. Minzner Law Center Building Oversight & Maintenance Provider	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
133	9447JB	Paralegal (Classified)	E	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
134	8765JB	Pretrial Services Officer 1	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
135	8760JB	Pretrial Services Officer 2	C	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
136	8755JB	Pretrial Services Officer Leadworker	C	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
137	8750JB	Pretrial Services Supervisor	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
138	2565JB	Procurement Specialist	C	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
139	9410JB	Program Manager	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
140	9420JB	Programs Division Director	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
	9415JB	Program / Project Coordinator	E	II	\$19.231	\$24.039	\$30.049	\$1,538.48	\$1,923.12	\$2,403.92	\$40,001	\$50,001	\$62,501
141	9400JB	Project Manager	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
	9435JB	Senior Statewide Program Manager	E	MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
142	9847	Special Commissioner (U)	NC	80% of A District Court Judge. Yearly Salary \$90,198.05.									
143	9670JB	Software Applications Developer	C/E	II/KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
144	9675JB	Software Applications Developer Senior	E	KK/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759
145	9680JB	Software Development Manager	E	LL/NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
146	9309JB	State Law Librarian (U)	NC	OO	\$35.578	\$44.472	\$55.590	\$2,846.24	\$3,557.76	\$4,447.20	\$74,002	\$92,502	\$115,628
	9008JB	Statewide Field Operations Manager	NC	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
147	9430JB	Statewide Program Manager	E	LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
148	2570JB	Storekeeper	C	EE	\$12.694	\$15.867	\$19.834	\$1,015.52	\$1,269.36	\$1,586.72	\$26,402	\$33,003	\$41,254
149	2580JB	Support Services Manager	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
150	9060JB	Surveillance Officer	C	FF	\$13.750	\$17.188	\$21.485	\$1,100.00	\$1,375.04	\$1,718.80	\$28,601	\$35,751	\$44,689
151	9065JB	Surveillance Officer Leadworker	C	GG	\$15.220	\$19.025	\$23.781	\$1,217.60	\$1,522.00	\$1,902.48	\$31,658	\$39,572	\$49,465
152	9685JB	Technology Project Manager	E	KK/MM	\$30.387	\$37.984	\$47.480	\$2,430.96	\$3,038.72	\$3,798.40	\$63,206	\$79,007	\$98,759

**JUDICIAL BRANCH
State of New Mexico**

Effective July 1, 2014 - June 30, 2015
FISCAL YEAR 2015

**JOB CLASSIFICATION AND PAY SCHEDULE
Based on 2080 Hours**

Reflects 3.0 % RANGE MOVEMENT UPWARDS. This schedule will be updated based on classification studies, audits or salary surveys. *At-will judges staff paid by Supreme Court Order (see page 7 of the FY14 Classification & Compensation Plan). Rvd 7/6/2014				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%	Min 80%	Compa Ratio of 100%	Max 125%
153	9690JB Technology Project Manager Senior	E	LL/NN	\$32.502	\$40.627	\$50.784	\$2,600.16	\$3,250.16	\$4,062.72	\$67,603	\$84,504	\$105,630
154	9695JB Telecommunications Specialist	C/E	HH/JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
155	9699JB Telecommunications Specialist Senior	E	JJ/LL	\$28.128	\$35.160	\$43.950	\$2,250.24	\$2,812.80	\$3,516.00	\$58,506	\$73,133	\$91,416
156	1310JB Training Coordinator	E	JJ	\$21.875	\$27.344	\$34.180	\$1,750.00	\$2,187.52	\$2,734.40	\$45,501	\$56,876	\$71,095
157	1300JB Training Director	E	KK	\$24.615	\$30.769	\$38.461	\$1,969.20	\$2,461.52	\$3,076.88	\$51,200	\$64,000	\$80,000
158	9020JB Trial Court Administrative Assistant (U)*	NC	HH	\$17.066	\$21.332	\$26.665	\$1,365.28	\$1,706.56	\$2,133.20	\$35,497	\$44,371	\$55,464
Legend												
C	FLSA nonexempt (Covered)			NC	Not Covered							
E	FLSA exempt			NOTE: IT Job Classifications paid below \$27.63 are Covered, paid more than \$27.63 are Exempt.								



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Alternative Pay Ranges and End Dates

CLASSIFICATION		JOB CONTENT PAY RANGE	ALTERNATIVE PAY RANGE	DATE LAST SURVEYED	ALT PAY RANGE END DATE
1	AOC Executive Assistant to the Director	II	JJ		June 30, 2015
INFORMATION SYSTEMS					
1	AOC Chief Information Officer	OO	QQ	Surveyed April 2006; Job Audit April 2011; Fall 2009, 2011	Extended to 6/30/2015
2	AOC Deputy Chief Information Officer	NN	PP		
3	AOC Information Technology Support Manager	MM	OO		
4	AOC Software Development Manager	MM	OO		
5	AOC Systems Manager	MM	OO		
6	Database Administrator Senior	KK	MM		
7	Database Administrator	JJ	LL		
8	IT Division Director	MM	OO		
9	IT Security Specialist	LL	NN		
10	IT Specialist	II	KK		
11	IT Specialist Manager	LL	NN		
12	IT Specialist Senior	KK	MM		
13	Network Systems Administrator	II	KK		
14	Network Systems Administrator Senior	KK	MM		
15	Software Applications Developer	II	KK		
16	Software Applications Developer Senior	KK	MM		
17	Software Development Manager	LL	NN		
18	Technology Project Manager	KK	MM		
19	Technology Project Manager Senior	LL	NN		
20	Telecommunications Specialist	HH	JJ		
21	Telecommunications Specialist Senior	JJ	LL		
COURT CLINICIAN SERIES					
1	Clinical Director 1	LL	MM	Surveyed Fall 2009, 2011	Extended to 6/30/2015
2	Clinical Director 2	NN	OO		
3	Court Clinician 1	JJ	KK		
4	Court Clinician 2	KK	LL		
5	Court Clinical Services Coordinator	KK	LL		
6	Court Counselor	II	JJ		
7	Court Psychologist	LL	MM		
8	Counseling Director	LL	MM		
COURT REPORTER SERIES					
1	Court Reporter (At-Will)	HH	II	Surveyed Fall 10/2005, 1/2008, 10/2009, 10/2011	Extended to 6/30/2015
2	Certified Court Reporter	HH	II		
3	Certified Court Reporter Supervisor	II	JJ		
4	Certified Real-Time Court Reporter	II	JJ		
5	Managing Court Reporter	JJ	KK		
<i>Pursuant to NMJBPR 3.08 D. and NMJBPR 17.09 D. an alternative pay range assignment shall be for no more than a two (2) year duration. The adjustment may be extended thereafter in two (2) year increments with updated and supporting market review data.</i>					



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

FY 2014 Vacancy Report Summary

JUDICIAL BRANCH AVERAGE VACANCY RATE		FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
205	Law Library	9.99%	14.44%	6.36%	12.00%	33.33%	12.50%	12.5%	7.29%	2.08%
208	Compilation Commission	11.50%	49.00%	42.42%	18.00%	0.00%	16.67%	0%	6.95%	15.28%
210	Judicial Standards	3.34%	15.38%	15.38%	4.40%	28.57%	0%	0%	1.19%	7.29%
215	Court of Appeals	3.08%	2.56%	1.38%	5.00%	7.62%	13.33%	10.68%	10.92%	7.61%
216	Supreme Court	2.33%	0.31%	5.23%	4.80%	3.45%	10.34%	10.34%	10.94%	3.74%
218	Administrative Office of the Courts (Admin)	3.24%	5.50%	5.05%	3.40%	2.47%	4.94%	9.8%	10.77%	7.38%
	Judicial Information Division	6.34%	8.70%	5.57%	7.90%	7.92%	9.90%	13.59%	11.33%	8.36%
	Magistrate Division	4.23%	4.82%	3.96%	5.40%	5.86%	11.61%	11.05%	15.61%	11.71%
	Warrant Enforcement	6.88%	10.46%	10.61%	9.70%	23.01%	17.70%	17.70%	13.89%	20.15%
219	Building Commission	0.00%	1.27%	58.00%	0.00%	12.70%	12.70%	0%	2.22%	0.0%
244	Metro Court	7.15%	8.11%	5.96%	5.70%	8.90%	11.35%	11.11%	13.63%	12.71%
231	1st Judicial District	0.31%	7.44%	9.19%	5.90%	3.46%	6.92%	8.64%	10.17%	6.72%
232	2nd Judicial District	4.14%	8.06%	8.83%	8.60%	10.64%	10.20%	9.42%	11.63%	11.7%
233	3rd Judicial District	5.85%	8.29%	4.97%	7.20%	10.53%	14.04%	5.97%	6.67%	9.75%
234	4th Judicial District	7.03%	8.53%	7.45%	11.00%	7.55%	7.55%	3.77%	11.01%	7.55%
235	5th Judicial District	1.33%	7.77%	3.02%	3.50%	5.48%	8.22%	9.59%	7.31%	5.94%
236	6th Judicial District	5.90%	7.84%	10.37%	14.40%	8.96%	9.09%	15.63%	11.72%	12.24%
237	7th Judicial District	4.44%	13.52%	20.00%	15.60%	18.18%	21.21%	27.27%	22.7%	18.55%
238	8th Judicial District	0.00%	10.87%	6.16%	6.00%	7.69%	7.69%	7.14%	2.12%	2.38%
239	9th Judicial District	6.31%	10.44%	7.77%	5.00%	4.52%	13.56%	9.03%	4.88%	6.44%
240	10th Judicial District	4.04%	3.94%	16.36%	15.00%	22.22%	22.22%	22.22%	12.04%	11.11%
241	11th Judicial District	2.13%	3.35%	2.44%	5.70%	12.05%	19.28%	15.38%	12.85%	10.94%
242	12th Judicial District	1.96%	3.56%	12.88%	10.50%	12.05%	14.46%	14.46%	15.67%	13.05%
243	13th Judicial District	2.41%	3.79%	5.73%	3.20%	7.95%	7.95%	6.62%	5.63%	5.41%
Judicial Branch Averages		4.33%	9.08%	11.47%	6.60%	11.05%	11.35%	10.68%	9.96%	9.09%

July 1, 2014 Vacancy Rate = 9.09%
1780.5 Judicial Branch positions excluding judges / 189 vacant



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Pay Ranges and Associated HAY Points FISCAL YEAR 2015

PAY RANGE	HAY POINTS		
	Minimum	Mid Point	Maximum
QQ	1279	1390	1523
PP	1071	1166	1278
OO	906	978	1072
NN	756	821	905
MM	634	688	755
LL	532	578	633
KK	447	485	531
JJ	375	406	446
II	315	341	374
HH	264	286	314
GG	222	240	263
FF	186	201	221
EE	156	169	185
DD	131	142	155
CC	110	119	130
BB	93	100	109
AA	<92 Points		



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Job Classification & Evaluation

* Indicates both At-Will and Classified job descriptions; and indicates audits scheduled for 2015.
The year 2016 begins the cycle of full Classification studies.

Classification	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
AOC Director (At-Will)	FIV3	608	F4 (57%)	350	F4P	528	41-23-36+3	1486	QQ	Jan-08	2018
Attorney - Magistrate Division Dir. (At-Will)	FIII3	608	F4 (50%)	304	F3P	350	48-24-28+1	1262	PP	May-08	2018
Court Executive Officer 3 (At-Will)	FIII3	528	F4 (50%)	264	F3P	400	44-22-34+3	1192	PP	Jan-08	2018
AOC Deputy Director (At-Will)	FIII3	528	F4 (50%)	264	F4S	350	46-23-31+2	1142	PP	Dec-08	2018
Chief Appellate Court Clerk (At-Will)	GII3	460	F4 (50%)	230	F3P	350	44-22-34+3	1040	OO	Nov-07	2018
Court Executive Officer 2 (At-Will)	FII3	460	F4 (50%)	230	F3P	350	44-22-34+3	1040	OO	Jan-08	2018
State Law Librarian (At-Will)	FII3	460	F4 (50%)	230	F3P	350	46-23-31+2	1040	OO	Aug-12	2018
AOC Chief Information Officer (At-Will)	FII3	460	F4 (50%)	230	F4C	304	46-23-31+2	994	OO	Apr-11	2017
Attorney - Chief Appellate (At-Will)	FII3	460	F4 (50%)	230	F2P	304	46-23-31+2	994	OO	May-08	2018
Court Executive Officer 1 (At-Will)	FII3	400	F4 (50%)	200	E3P	304	44-22-34+3	904	NN	Dec-07	2018
*Attorney - AOC General Counsel	FII3	400	F4 (57%)	230	F4C	264	45-26-29+1	894	NN	Dec-07	2018
AOC Chief Financial Officer (At-Will)	FII3	400	E4 (43%)	175	E4C	200	48-24-28+1	839	NN	Aug-10	2016
AOC Deputy Chief Information Officer (At-Will)	FII3	400	F4 (50%)	200	E4C	230	48-24-28+1	830	NN	Jun-05	2016
*Attorney - Supervisor	FII3	400	F4 (50%)	200	E3S	230	48-24-28+1	830	NN	Dec-07	2018
Clinical Director 2	FII3	400	E4 (50%)	200	E3S	200	52-25-25=	800	NN	May-10	2016
Atty - Admin Asst. to the Chief Justice (At-Will)	FII3	400	F4 (50%)	200	F2C	200	50-25-25=	800	NN	May-08	2018
AOC Human Resources Director (At-Will)	FII3	400	E4 (43%)	175	E4C	200	52-22-26+1	775	NN	Mar-13	2018
AOC Court Services Division Director (At-Will)	FII3	400	E4 (43%)	175	E4C	200	52-22-26+1	775	NN	May-10	2016
Executive Assistant to Chief Judge (At-Will)	FII3	350	E4 (50%)	175	E4C	230	46-23-31+2	755	MM	Jun-08	2018

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Job Classification & Evaluation

Classification	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
*Attorney - General Counsel	FII3	350	E4 (50%)	200	F3C	200	50-25-25+1	750	MM	Jun -08	2018
AOC Information Technology Support Mgr.	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	Apr-11	2017
AOC Public Information Officer (At-Will)	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	Mar-13	2018
AOC Software Development Manager	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	Apr-11	2017
AOC Systems Manager	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	Apr-11	2017
Information Technology Division Director	FII3	350	E4 (50%)	175	E2P	200	48-24-28+1	725	MM	Apr-11	2017
Deputy Court Executive Officer 2	FII3	350	E4 (43%)	152	E3S	200	49-22-29+2	702	MM	Dec-07	2018
*Attorney - Senior	FII3	350	E4 (50%)	175	E3C	175	48-24-28+1	700	MM	May -08	2018
Human Resources Director	FII3	350	E4 (43%)	152	E3C	175	52-22-26+1	677	MM	Mar-13	2018
Senior Statewide Program Manager	FII3	350	E4 (43%)	152	E3C	152	54-23-23	654	MM	May-2014	2019
Fiscal Services Division Director	FII3	350	E3 (38%)	132	E3C	152	55-21-24+1	634	MM	Aug-10	2016
Deputy Court Executive Officer 1	EII3	350	E3 (33%)	115	E3S	152	56-19-25+2	617	LL	May-08	2018
AOC Deputy Chief Financial Officer	FII3	350	E3 (38%)	132	E3C	132	56-22-22=	614	LL	Aug-10	2016
Chief Court Probation Officer	FI3	304	E4 (43%)	132	E2P	175	49-22-29+2	611	LL	Aug-09	2015
Counseling Director	FI3	304	E4 (43%)	132	E3C	175	49-22-29+2	611	LL	Nov-10	2016
Law Librarian Senior	FI2	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	Aug-12	2018
AOC Human Resources Project Manager	FI2	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	Mar-13	2018
*Attorney - Associate	FI3	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	May-08	2018
Information Technology Security Specialist	FI2	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017
Information Technology Specialist Manager	FI3	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Job Classification & Evaluation

Classification	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Programs Division Director	FI3	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	Oct-10	2016
Software Development Manager	FI3	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017
Statewide Program Manager	FI3	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	Oct-10	2016
Technology Project Manager Senior	FI3	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017
Clinical Director (1)	FI3	264	E4 (50%)	132	E3S	175	46-26-31+2	571	LL	May-10	2015
Statewide Field Operations Manager	EII3	304	E3 (38%)	115	E1P	152	53-20-27+2	571	LL	Dec-13	2018
Court Psychologist	FI3	304	E4 (43%)	132	E3C	132	54-23-23=	568	LL	May-10	2016
Court Financial Manager 2	EII3	304	E3 (38%)	115	E3C	132	55-21-24 +1	551	LL	Aug-10	2018
Program Manager	FI2	264	E4 (43%)	115	E3C	152	49-22-29 +2	531	KK	Oct-10	2016
Court Financial Manager 1	EII3	304	E3 (38%)	115	E2C	100	59-19-22 +1	519	KK	Dec-2013	2018
AOC Budget Analyst	EII2	304	E3 (38%)	115	D3C	100	55-21-24-1	519	KK	Aug-10	2015
Magistrate Court DWI Drug Court Supervisor	FI2	264	E3 (38%)	100	E3C	152	56-19-25+2	516	KK	May-09	2015
Database Administrator Senior	FI2	264	E4 (43%)	115	E3C	132	52-22-26 +1	511	KK	Apr-11	2017
Internal Auditor Supervisor	FI2	264	E4 (38%)	100	E3C	132	53-20-27 + 2	469	KK	Apr-12	2017
Project Manager	FI2	264	E4 (43%)	115	E3C	132	52-22-26 +1	511	KK	Oct-10	2016
Technology Project Manager	FI2	264	E4 (43%)	115	E3C	132	52-22-26 +1	511	KK	Apr-11	2017
*Attorney - Assistant	FI2	264	E4 (43%)	115	E2C	115	54-23-23 =	494	KK	May-08	2018
Court Clinician 2	FI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-10	2015
Court Probation Officer Supervisor	EII2	264	E3 (38%)	100	E2C	115	55-21-24+1	479	KK	Aug-09	FY2015
Facilities Director	FI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-10	2016
Human Resources Manager	EI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Mar-13	2018
Information Technology Specialist Senior	FI2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Apr-11	2017

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Job Classification & Evaluation

Classification	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Law Librarian 2	FI2	264	E3 (38%)	100	ENS	100	56-22-22 +1	464	KK	Aug-12	2018
Network Systems Administrator Senior	FI2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Apr-11	2017
Pretrial Service Supervisor	EII2	264	E3 (38%)	100	E2C	115	55-21-24+1	479	KK	Aug-09	2015
Software Applications Developer Senior	FI2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Apr-11	2017
Deputy Dir. Compilation Commission	EII2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-09	FY2014
Training Director	EI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-10	2015
Language Access Coordinator	FI2	264	E3 (38%)	100	D3C	115	55-21-24+1	479	KK	May-2014	2019
Court Clinical Services Coordinator	FI3	264	E3 (33%)	87	D3C	115	56-19-25+2	466	KK	May-10	2015
Court Manager 3	EI3	264	E3 (38%)	87	D1P	115	56-19-25+2	466	KK	Apr-07	Dec-2014
AOC Grants Administrator	EII2	264	E3 (33%)	87	D3C	87	60-20-20=	438	JJ	Aug-10	2015
Managing Court Reporter	EI3	230	D3 (38%)	87	D1P	115	53-20-27 +2	432	JJ	Aug-12	2018
AOC Asset Manager	EI3	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	May-10	2016
AOC Human Resources Administrator	EI2	230	E3 (38%)	87	D3C	100	55-21-24+1	417	JJ	Mar-13	2018
Budget Analyst	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Aug-10	2016
Court Clinician 1	EI3	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	May-10	2016
Court Financial Administrator	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Aug-10	2015
Database Administrator	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Apr-11	2017
Telecommunications Specialist Senior	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Apr-11	2017
Court Manager 2	EI3	230	E3 (33%)	76	D1P	100	56-19-25 +2	406	JJ	Apr-07	Dec-2014
Internal Auditor	EI3	230	E3 (38%)	87	D3C	87	54-22-22=	404	JJ	Apr-12	2017
Law Clerk (At-Will)	FI2	230	E3 (38%)	87	D2C	87	56-22-22=	404	JJ	Jun-08	2018

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.



Classification & Compensation Plan Fiscal Year 2015
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New Mexico Judicial Branch

Job Classification & Evaluation

Classification	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Management Analyst	EI3	230	E3 (38%)	87	D3C	87	56-22-22 =	404	JJ	Nov-07	2015
Court Probation Officer Leadworker	EI2	230	E3 (33%)	76	E1C	87	59-19-22 +1	393	JJ	Aug-09	2015
Pretrial Services Leadworker	EI2	230	E3 (33%)	76	E1C	87	59-19-22+1	393	JJ	May-09	2015
Financial Supervisor	EI3	230	D3 (33%)	76	D3C	87	59-19-22 +1	393	JJ	Aug-10	2016
Human Resources Admin Sr.	EI3	230	E3 (33%)	76	D2C	87	59-19-22 +1	393	JJ	Dec-09	2018
Law Librarian 1	EI2	230	E3 (33%)	76	ENS	76	60-20-20 +1	382	JJ	Aug-12	2018
Support Services Manager	EI3	230	D3 (33%)	76	D3C	87	59-19-22 +1	393	JJ	Apr-11	2017
Training Coordinator	EI3	230	E3 (33%)	76	D2C	87	59-19-22 +1	393	JJ	May-10	2016
Court Interpreter Supervisor	EII2	230	D3 (29%)	66	DIS	87	62-18-20+2	383	JJ	Aug-12	2018
Background Investigator	EI3	200	D3 (33%)	66	D3C	87	59-19-22 +1	353	II	Aug-09	2015
Certified Court Reporter Supervisor	EI3	200	D3 (33%)	66	D1S	87	56-19-25 +2	353	II	Nov-07	2017
Court Counselor	EI3	200	E3 (33%)	66	D2C	87	56-19-25 +2	353	II	May-10	2016
Court Probation Officer 2	EI3	200	D3 (33%)	66	D3C	87	56-19-25 +2	353	II	Aug-09	2015
Pretrial Services Officer 2	EI3	200	D3 (33%)	66	D3C	87	56-19-25 +2	353	II	Aug-09	2015
Magistrate Court DWI Drug Court Coordinator	EI2	200	D3 (33%)	66	D2C	76	59-19-22+1	342	II	May-09	2015
Information Technology Specialist	EI2	200	E3 (33%)	66	D3A	76	59-19-22 +1	342	II	Apr-11	2017
Network Systems Administrator	EI2	200	E3 (33%)	66	D3A	76	59-19-22 +1	342	II	Apr-11	2017
*Certified Real-Time Court Reporter	EI2	200	D3 (33%)	66	D1S	76	59-19-22+1	342	II	Aug-12	2018
Software Applications Developer	EI2	200	E3 (33%)	66	D3A	76	59-19-22 +1	342	II	Apr-11	2017

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.



Classification & Compensation Plan Fiscal Year 2015
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New Mexico Judicial Branch

Job Classification & Evaluation Report, September 2012

Classification	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
AOC Executive Assistant to the Director (At-Will)	EI2	200	D3 (29%)	57	D2C	76	60-17-23 +2	333	II	Sept-12	2018
Program/Project Coordinator	DI3	200	D3 (29%)	57	D2C	76	60-17-23+2	333	II	May-2014	2019
Building & Grounds Superintendent (At-Will)	DI3	200	D3 (29%)	57	D2C	76	60-17-23 +2	333	II	May-10	2015
Court Clerk Supervisor	DI3	200	D3 (29%)	57	DN P	76	60-17-23 +2	333	II	Apr-07	Dec-2014
Financial Specialist Sr.	EI2	200	D3 (38%)	66	D1C	57	52-21-24 +1	323	II	Aug-10	2016
Paralegal (Classified)	EI2	200	D3 (29%)	50	D2C	66	62-18-20+1	316	II	Oct-10	2016
Court Interpreter	EI2	200	D2 (25%)	50	DNS	66	65-16-19+2	316	II	Aug-12	2018
Administrative Assistant Supervisor	DI2	175	D3 (33%)	57	D1C	66	59-19-22+1	298	HH	Sept-12	2018
Certified Court Reporter	DI2	175	D2 (25%)	43	DNS	50	65-16-19 +1	268	HH	Aug-12	2018
Court Reporter (U)	EI2	175	D3 (29%)	55	D1S	66	62-18-20 +1	291	HH	Aug-12	2018
Court Probation Officer 1	EI2	175	D3 (29%)	50	D1C	66	60-17-23 +2	291	HH	Aug-09	2015
Pretrial Services Officer 1	EI2	175	D3 (29%)	50	D1C	66	60-17-23+2	291	HH	May-09	2015
Administrative Assistant 2	DI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Sept-12	2018
Appellate Paralegal (At-Will)	DI2	175	D3 (29%)	50	C2C	57	62-18-20 +1	282	HH	Oct-10	2016
Background Intake Officer	EI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Aug-09	2015
Building & Grounds Assistant Superintendent	DI2	175	D3 (29%)	50	CNP	57	62-18-20 +1	282	HH	May-10	2015
Court Manager 1	DI3	175	D3 (29%)	50	C1P	57	62-18-20 +1	282	HH	Jun-08	Dec-2014
Financial Specialist	DI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Aug-10	2016
Pamela Minzner Bldg. Oversight & Maintenance	D12	175	D3 (38%)	50	D1C	50	64-18-18+1	275	HH	June-12	2017
Human Resources Administrator	EI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Dec-08	2018
Legal Office Specialist	DI2	175	D3 (29%)	50	C2C	57	62-18-20 +1	282	HH	Oct-10	2016
Procurement Specialist	DI2	175	D3 (29%)	50	C3C	57	62-18-20 +1	282	HH	Aug-10	2016
Telecommunications Specialist	EI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Apr-11	2017

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.



Classification & Compensation Plan Fiscal Year 2015
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New Mexico Judicial Branch

Job Classification & Evaluation

Classification	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Trial Court Admin. Asst. (At-Will)	DI2	175	D3 (29%)	50	C2C	57	62-18-20 +1	282	HH	May-10	2015
Court Clerk Leadworker	DI2	152	C3 (29%)	43	CNP	57	60-17-23 +1	252	GG	Apr-07	Dec-2014
Court Clerk 3	DI2	152	c3 (29%)	43	CNP	50	62-18-20 +1	245	GG	Apr-07	Dec-2014
Human Resources Generalist	DI2	152	D2 (25%)	38	C1C	43	65-16-19 +1	233	GG	Dec-08	Dec-2014
Surveillance Officer Leadworker	DI2	152	C3 (25%)	38	C1C	43	65-16-19 +1	233	GG	Sept-12	2018
Court Clerk 2	CI2	132	C3 (25%)	33	CNS	38	65-16-19 +1	203	FF	Apr-07	Dec-2014
Library Technician	CI2	132	C3 (25%)	33	CNS	38	65-16-19 +1	203	FF	Aug-12	2018
Court Security Officer Supervisor	CI2	132	C2 (22%)	29	DNC	38	66-15-19 +2	199	FF	Apr-12	2017
Administrative Assistant 1	CI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Sept-12	2018
Financial Specialist Technician	DI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Aug-10	2016
HVAC Maintenance Worker	DI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Jun-08	2015
Surveillance Officer	DI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Sept-12	2018
Maintenance Worker	CI1	115	C2 (22%)	25	CNC	33	66-15-19 +2	173	EE	May-10	2015
Storekeeper	CI1	115	C2 (22%)	25	CNC	29	68-15-17 +1	169	EE	Aug-10	2016
Bailiff Supervisor	CI2	115	C2 (19%)	22	CNC	25	72-13-15 +1	162	EE	May-10	Hold -2017
*Certified Court Monitor	CI1	115	C2 (19%)	22	CNC	25	72-13-15 +1	162	EE	Aug-12	2018
Court Clerk 1	CI1	115	C2 (19%)	22	BNC	25	72-13-15 +1	162	EE	Apr-07	Dec-2014
Court Security Officer	CI1	100	C2 (19%)	19	CNC	22	72-13-15+1	141	DD	Apr-12	2017
*Bailiff—Security	BI1	87	B2 (19%)	16	BNC	22	70-13-17+2	125	CC	Apr-12	2017
*Bailiff	BI1	76	B2 (16%)	12	BNC	16	72-12-16+2	104	BB	Apr-12	2017
Evening Custodian	BT1	57	B1 (14%)	8	ANC	12	74-10-16+3	77	AA	May-10	Dec-2014

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Out of Cycle (OOC) Pay Increases for FY14

	Judicial Entity	Job Classification	Current Hourly	New Hourly	% Increase
1	10th JD	CC2	\$13.430	\$14.187	5.64%
2	10th JD	Court Clerk Supervisor	\$24.110	\$25.070	3.98%
3	11th JD	Surveillance Off	\$15.874	\$16.667	5.00%
4	12th JD	Court Manager 2	\$23.930	\$26.093	9.04%
5	1st JD	Admin Asst 2	\$18.010	\$19.811	10.00%
6	3rd JD	Fin Spec	\$17.990	\$18.889	5.00%
7	3rd JD	Bailiff (Classified)	\$9.366	\$10.302	9.99%
8	3rd JD	IT Specialist Sr	\$30.537	\$32.000	4.79%
9	3rd JD	Attorney Assoc	\$29.347	\$32.282	10.00%
10	4th JD	Court Clerk 2	\$12.898	\$13.543	5.00%
11	4th JD	Bailiff Supervisor	\$15.408	\$15.962	3.60%
12	4th JD	Bailiff Security	\$13.908	\$14.420	3.68%
13	4th JD	Certified Court Reporter	\$26.052	\$26.573	2.00%
14	4th JD	Bailiff Security	\$11.056	\$11.693	5.76%
15	4th JD	Bailiff Security	\$11.056	\$11.693	5.76%
16	4th JD	Court Clerk 2	\$15.160	\$16.676	10.00%
17	6th JD	Surveillance Off	\$13.710	\$15.060	9.85%
18	6th JD	Court Clerk 2	\$15.145	\$15.902	5.00%
19	6th JD	Court Clerk Supervisor	\$20.295	\$21.005	3.50%
20	6th JD	Admin Asst 2	\$22.571	\$23.250	3.01%
21	8th JD	Bailiff, Security classified	\$11.411	\$12.552	10.00%
22	8th JD	Bailiff, Security classified	\$11.411	\$12.552	10.00%
23	AOC - Fiscal	Fin Spec	\$18.852	\$19.795	5.00%
24	AOC - Fiscal	Fin Spec	\$17.679	\$18.563	5.00%
25	AOC - Fiscal	Procurement Spec	\$19.656	\$21.622	10.00%

AVERAGE % Increase FY2014 OOCs: 7.26%



Classification & Compensation Plan Fiscal Year 2015
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New Mexico Judicial Branch

Out of Cycle (OOC) Pay Increases for FY14

	Judicial Entity	Job Classification	Current Hourly	New Hourly	% Increase
26	AOC - Fiscal	Fin Spec	\$21.526	\$23.689	10.00%
27	AOC - Fiscal	Fin Spec	\$20.149	\$22.164	10.00%
28	AOC - Fiscal	Fin Spec	\$19.418	\$21.360	10.00%
29	AOC - Fiscal	Fin Spec	\$20.311	\$22.342	10.00%
30	AOC - Fiscal	AOC Deputy CFO	\$35.974	\$39.571	10.00%
31	AOC - Fiscal	Fin Spec	\$22.798	\$23.938	5.00%
32	AOC - Fiscal	Court Fin Mgr	\$34.671	\$38.138	10.00%
33	AOC - JID	Network Systems Admin Sr	\$39.419	\$42.569	7.99%
34	AOC - Mag	Court Manager 2	\$23.077	\$25.385	10.00%
35	AOC-HRD	AOC HR Admin	\$24.560	\$27.010	9.98%
36	AOC-JID	Court Fin Admin	\$29.040	\$31.945	10.00%
37	AOC-JID	Admin Asst 2	\$20.996	\$22.780	8.50%
38	COA	Court Clerk 2	\$14.244	\$15.670	10.01%
39	COA	Financial Spec	\$18.689	\$19.770	5.78%
40	COA	Attorney Asst	\$27.315	\$28.681	5.00%
41	COA	Attorney Assoc	\$30.397	\$31.917	5.00%
42	Metro	Court Prob Off Super	\$24.855	\$27.340	10.00%
43	Metro	CC Leadworker	\$16.668	\$17.501	5.00%
44	Metro	Program Manager	\$24.727	\$27.199	10.00%
45	Metro	CC Leadworker	\$16.668	\$17.501	5.00%
46	Metro	Program Manager	\$24.061	\$26.467	10.00%
47	Metro	Maintenance Worker	\$13.902	\$14.597	5.00%
48	Metro	Maintenance Worker	\$13.902	\$14.597	5.00%
49	Metro	Software Devel Mgr	\$34.998	\$38.498	10.00%
50	Metro	DCEO2	\$41.477	\$43.550	5.00%

AVERAGE % Increase FY2014 OOCs: 7.26%



Classification & Compensation Plan Fiscal Year 2015
Including Fiscal Year 2014 Summary Data
New Mexico Judicial Branch

Reclassifications Approved FY14

	Judicial Entity	Reclass from:	Reclass to:	Action	Old min Hourly Rate	New min Hourly Rate	% Increase
1	11th JD	Surveillance Officer	Court Counselor	Upgrade	\$13.350	\$21.238	59.1%
2	11th JD	Pre-Trial Services Off 2	Court Probation Off 2	Equal	\$18.671	\$23.898	28.0%
3	12th JD	Court Counselor	Legal Off Spec	Down	\$23.898	\$16.569	-30.7%
4	12th JD	Court Clerk 2	Admin Asst 1	Equal	\$13.350	\$13.350	0.0%
5	12th JD	Admin Asst 1	CC2	Equal	\$13.350	\$13.350	0.0%
6	13th JD	Cert Real Time Crt Reporter	Cert Crt Reporter	down	\$21.238	\$18.671	-12.1%
7	1st JD	Certified Court Reporter	Certified Court Monitor (U)	down	\$18.671	\$12.324	-34.0%
8	1st JD	Court Clinician 1	Court Clinical Serv Coord	Upgrade	\$27.420	\$27.694	1.0%
9	2nd JD	Court Clinician 1	Court Clinician 2	Upgrade	\$23.898	\$27.309	14.3%
10	2nd JD	Attorney Assoc	Attorney Supervisor	Upgrade	\$36.586	\$42.073	15.0%
11	2nd JD	Child Support Hearing Off	Special Comm	Equal	\$43.364	\$43.364	0.0%
12	2nd JD	Child Support Hearing Off	Special Comm	Equal	\$43.364	\$43.364	0.0%
13	3rd JD	Court Clerk 1	Admin Asst 1	Upgrade	\$13.000	\$14.950	15.0%
14	3rd JD	CC Supervisor	CC 3	down	\$22.745	\$20.471	-10.0%
15	3rd JD	Admin Asst 2	Legal Off Spec	Equal	\$18.671	\$16.569	-11.3%
16	3rd JD	Court Clerk 3	CC Leadworker	Upgrade	\$20.471	\$22.745	11.1%
17	4th JD	Fin Spec Sr	Fin Spec	Down	\$18.671	\$16.569	-11.3%
18	4th JD	Surveillance Officer	Bailiff Security Classified	Down	\$13.350	\$9.598	-28.1%
19	5th JD	Fin Spec Sr	HR Admin Sr	Upgrade	\$18.671	\$21.238	13.7%
20	6th JD	Court Clerk 2	CC1	Down	\$13.350	\$12.324	-7.7%
21	6th JD	Atty Assoc (U)	Atty Sr (U)	Upgrade	\$23.898	\$29.502	23.4%
22	6th JD	Certified Court Monitor (U)	Certified Court Reporter	Upgrade	\$12.324	\$18.671	51.5%

AVERAGE % Increase FY2014 Reclassifications: 7.1%



Classification & Compensation Plan Fiscal Year 2015
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New Mexico Judicial Branch

Reclassifications Approved FY14

	Judicial Entity	Reclass from:	Reclass to:	Action	Old min Hourly Rate	New min Hourly Rate	% Increase
23	6th JD	Certified Court Reporter	Certified Court Monitor (U)	Down	\$18.671	\$12.324	-34.0%
24	6th JD	Attorney Senior	Attorney Associate	Down	\$29.502	\$23.898	-19.0%
25	6th JD	CC2	CC1	Down	\$13.350	\$12.324	-7.7%
26	6th JD	CC1	CC2	Upgrade	\$13.896	\$15.282	10.0%
27	6th JD	CC1	CC2	Upgrade	\$13.896	\$15.282	10.0%
28	6th JD	CC1	CC2	Upgrade	\$13.896	\$15.282	10.0%
29	7th JD	CC1	CC2	Upgrade	\$12.324	\$13.350	8.3%
30	8th JD	Program Manager	Legal Off Spec	Down	\$23.898	\$16.569	-30.7%
31	9th JD	Program Manager	IT Spec Sr	Upgrade	\$23.898	\$29.502	23.4%
32	9th JD	IT Spec Sr	Fin Spec	Down	\$29.502	\$16.569	-43.8%
33	9th JD	Financial Spec	CC2	Down	\$16.569	\$13.350	-19.4%
34	AOC	Admin Asst 2	Mgmt Analyst	Upgrade	\$22.489	\$24.368	8.4%
35	AOC	Admin Asst 2	Program/Project Coord	Upgrade	\$25.014	\$27.515	10.0%
36	AOC	Attorney Assoc	Attorney Senior	Upgrade	\$31.518	\$34.670	10.0%
37	AOC	Project Manager	Admin Asst 2	Down	\$23.898	\$16.569	-30.7%
38	AOC-JID	Software Apps Dev	Software Apps Dev Sr	Upgrade	\$31.334	\$33.654	7.4%
39	AOC-Mag	CC2	CC Leadworker	Upgrade	\$13.350	\$14.777	10.7%
40	AOC-Mag	CC2	Admin Asst 1	Equal	\$13.350	\$13.350	0.0%
41	AOC-Mag	Software Apps Dev Sr	Fin Spec Tech	Down	\$29.502	\$13.350	-54.7%
42	AOC-Mag	CC1	CC2	Upgrade	\$12.324	\$13.350	8.3%
43	AOC-Mag	CC1	CC2	Upgrade	\$12.324	\$13.350	8.3%
44	AOC-Mag	CC1	CC2	Upgrade	\$12.324	\$13.350	8.3%
45	AOC-Mag	CC1	CC2	Upgrade	\$12.324	\$13.350	8.3%

AVERAGE % Increase FY2014 Reclassifications: 7.1%



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Reclassifications Approved FY14

	Judicial Entity	Reclass from:	Reclass to:	Action	Old min Hourly Rate	New min Hourly Rate	% Increase
46	AOC-Mag	Court Clerk 1	Court Clerk 2	Upgrade	\$12.324	\$13.350	8.3%
47	AOC-Mag	Court Clerk 1	Court Clerk 2	Upgrade	\$12.324	\$13.350	8.3%
48	AOC-Mag	Court Clerk 1	CC Leadworker	Upgrade	\$12.324	\$12.324	0.0%
49	AOC-Mag	Court Clerk 2	Statewide Field Ops Mgr	Upgrade	\$13.350	\$27.309	104.6%
50	AOC-Mag	Court Clerk 2	Statewide Field Ops Mgr	Upgrade	\$13.350	\$27.309	104.6%
51	AOC-Mag	Court Clerk 2	Statewide Field Ops Mgr	Upgrade	\$13.350	\$27.309	104.6%
52	AOC-Mag	Court Clerk 1	Court Clerk 2	Upgrade	\$12.324	\$13.350	8.3%
53	COA	Court Clerk 3	Court Clerk 2	Down	\$14.777	\$13.350	-9.7%
54	COA	CC Supervisor	Atty Assoc	Upgrade	\$18.671	\$27.309	46.3%
55	COA	Atty Supervisor	Attorney Asst	Down	\$31.555	\$23.898	-24.3%
56	COA	Court Security Officer	Admin Asst 2	Upgrade	\$10.816	\$16.569	53.2%
57	COA	Atty Senior	Atty Asst	Down	\$29.502	\$23.898	-19.0%
58	Law Library	Law Librarian 2	Law Librarian Sr	Upgrade	\$27.487	\$30.235	10.0%
59	Metro	Court Clerk 2	Software Apps Dev Sr	Upgrade	\$13.350	\$29.502	121.0%
60	Metro	Court Clerk 2	Admin Asst 2	Upgrade	\$15.573	\$17.130	10.0%
61	Metro	Software Apps Dev	Software Apps Dev Sr	Upgrade	\$23.898	\$29.502	23.4%
62	Metro	Court Fin Manager	Court Fin Admin	Down	\$27.309	\$21.238	-22.2%
63	Metro	Software Apps Dev Sr	Software Apps Dev	Down	\$29.502	\$23.898	-19.0%
64	Metro	IT Security Spec	IT Spec Sr	Down	\$31.555	\$29.502	-6.5%
65	Metro	Fin Spec	CC Leadworker	Down	\$16.569	\$14.777	-10.8%
66	Supreme Court	Appellate Paralegal (U)	Attorney Senior (U)	Upgrade	\$18.671	\$29.502	58.0%

AVERAGE % Increase FY2014 Reclassifications: 7.1%